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2009 MAR 23 10:15 AM

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Of Counsel

March 20, 2009

By Hand Delivery

Confidential per 2 USC §437g(a)(12)

Ms. Thomasina Duncan  
General Counsel  
Federal Election Commission  
999 E Street, NW  
Washington, D.C. 20463

Re: Matter Under Review 6159

Dear Ms. Duncan:

This response to the complaint in MUR 6159 is submitted on behalf of the National Education Association ("NEA"), the NEA Fund for Children and Public Education ("NEA Fund" or "Fund"), John Wilson in his official capacity as the Fund's Treasurer, and the Alabama Education Association ("AEA"). I previously submitted designations of counsel authorizing me to represent these respondents. The remaining respondents, Baldwin County Education Association ("BCEA") and Seadia Hunter are represented by separate counsel.

#### The Parties

NEA is a nationwide labor organization with more than 3.2 million members, the vast majority of whom are employed by public school districts, colleges, and universities. The NEA Fund is its federally registered separate segregated fund. AEA is the NEA's state affiliate in Alabama. BCEA is a local union which represents teachers employed by the Baldwin County (Alabama) Public Schools, and Seadia Hunter is the President of BCEA. BCEA is affiliated with AEA and NEA.

The complainants are two members of BCEA, Claire Waites and Jeanne Fox, and the

10044260852

Ms. Thomasina Duncan  
Federal Election Commission  
March 20, 2009  
Page 2

National Right to Work Legal Defense and Education Foundation, Inc., a virulently anti-union nonprofit organization that routinely files frivolous complaints with the FEC against labor organizations.

#### Statement of Facts

NEA's annual membership convention, known as the Representative Assembly ("RA"), is held each year as part of the NEA annual meeting at the end of June and/or beginning of July. Delegates to the RA are elected by the membership at the state and local levels. Under the NEA Constitution, the organization's executive officers, members of the NEA's Executive Committee, and, in some years, members of the Board of Directors are elected at the RA. In addition, amendments to the NEA Constitution, Bylaws and Standing Rules are considered, delegates submit and debate resolutions and new business items concerning issues of importance to the membership, and awards are presented to individuals who have made significant contributions to public education. Candidates for elective public office may also address the RA, as Barak Obama did by closed circuit video at the 2008 RA.

For many years, the NEA Fund has conducted fundraising activities at the RA. A goal is set for individual delegate contributions. In 2008, this goal was \$180, with contributions made throughout the previous year at other events, through payroll deduction, or by credit card, counting towards that goal. Gifts, such as ribbons, buttons, and lapel pins are provided to delegates based on the amount of their contributions, and awards of recognition are made to delegations that achieve 100% participation.<sup>1</sup> To facilitate the fundraising process, state affiliates appoint "Captains" and, in some states, volunteer assistants who are responsible for collecting contributions from individual delegates.

More than 9000 delegates attended the 2008 RA, which was held in Washington, D.C., as it is in all presidential election years. Approximately 300 delegates attended from Alabama, of which approximately 65 were elected at the state level, and 200 were elected by Alabama locals. BCEA sent 9 delegates who had been elected at the local level, including Sandia Hunter and the two individual complainants, Claire Waites and Jeanne Fox.

The opening session of the 2008 RA was held on Thursday, July 3, 2008, and the closing session was held on Sunday, July 6, 2008. As is customary, most delegates arrived before the opening session to attend other meetings and conferences that were part of the Annual Meeting.

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<sup>1</sup> A Giveaway is also held during the RA. Although some literature concerning the NEA Fund refers to the Giveaway, it is not in fact a fundraising event for the Fund. Rather, all delegates are eligible to participate in the prize drawings without regard to whether they have made a contribution to the Fund.

10044260853

Ms. Thomasina Duncan  
Federal Election Commission  
March 20, 2009  
Page 3

AEA held its first caucus for Alabama delegates on the evening of June 30 and held additional caucuses on each morning of the RA. The caucuses, which were chaired by the AEA president, provided a forum to determine the delegation's positions on resolutions that were scheduled to come before the full RA and to hear from candidates for union office.

Prior to the RA, delegates are sent extensive literature both by NEA and AEA. In 2008, one of these publications was a Special Pre-Annual Meeting Edition of RA Today, the official newspaper for delegates to the RA. (Exhibit A) In addition to a calendar of events to be held at the RA, related articles, a listing of proposed amendments to the union's constitution, bylaws and standing rules which would be considered at the RA, and a listing of New Business Items for the RA, the Special Edition included a two-page spread about the NEA Fund. Part of this spread was an article entitled "Ever wondered what happens to all the money raised at the RA?" which made clear that contributions are used to support federal candidates. A flyer mailed to delegates prior to the RA with their registration materials similarly explained the political purposes of contributions. (Exhibit B) Finally, a statement given to each delegate at registration when they receive their Delegate Registration Card and Giveaway Ticket states that contributions to the NEA Fund are used to support federal candidates, contributions are voluntary, making a contribution is not a condition of employment nor membership in the Association, members have the right to refuse to make any contribution, and that the \$180 goal is only a suggestion. (Exhibit C)

NEA has developed an elaborate system of safeguards to ensure proper attribution of all contributions to the NEA Fund and to protect against improper contributions to the Fund. As part of the registration materials sent prior to the RA, each delegate receives a page of delegate ID labels printed with the delegate's name and delegate ID number. (Exhibit D) When they register at the RA, delegates receive a book of contribution envelopes, each of which states that contributions are used "for political purposes," contributions are "voluntary" and making a contribution "is neither a condition of employment nor membership in the Association," and "members have the right to refuse to contribute without suffering any reprisal." The envelope also states that while the Fund requests an RA contribution of \$180, "this is only a suggestion."<sup>2</sup> (Exhibit E)

Delegates are instructed to attach one of their ID labels each time they make a contribution. (If a delegate does not have her or his labels, the delegate may obtain extra labels from the state Captain or from a booth maintained by the NEA Fund, or the delegate may write her or his name and ID number on the envelope.) Envelopes are delivered unopened one or more times a day by the state Captains to a special, secure office maintained by NEA's Campaigns &

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<sup>2</sup> Contribution envelopes used by the NEA Fund outside of the RA contain the same information. (Exhibit F)

10044260854

Ms. Thomasina Duncan  
Federal Election Commission  
March 20, 2009  
Page 4

Elections and Government Relations departments, where they are reviewed by NEA staff and then picked up by NEA accounting staff who take them to another secure office. The accounting staff open the envelopes and credit the contributions to the donors, in the process confirming that the individual donors listed on the envelopes are NEA members or their family members. When a contribution made by check or credit card does not match the name on the envelope or is on a corporate, union or other improper check or card, it is returned to the state Captain, who returns it to the donor.

NEA also provides extensive training to the state Captains concerning the rules applicable to political contributions under federal law. Written instructions provided to the Captains make clear that contributions may only be accepted from NEA members, their immediate families, and executive and administrative staff who do not belong to a staff union. The instructions also make clear that the individual contribution goal is a suggested voluntary contribution. (Exhibit G) Conference calls are held prior to the RA to further educate the Captains. Finally, a three-hour Orientation is held for the Captains at the site of the RA shortly before the official opening day. The Orientation includes a presentation by legal counsel on the federal rules governing contributions to the Fund. (Exhibit H) One of the documents distributed to the Captains at the 2008 RA, entitled "Frequently Asked Questions About Collecting Contributions For The NEA Fund" (Exhibit I), specifically states that contributors must be told "that all contributions are voluntary and will be used for political purposes." The same document states that contributions of more than \$100 may not be accepted from any single delegate, and that members may not contribute more than \$5,000 to the NEA Fund in a calendar year. The FAQ also states: "It is against the law for one person to make a contribution in his or her own name when the funds actually come from another person."

#### **Response to Specific Charges**

The allegations in the complaint pertain to certain contributions allegedly made by the two individual complainants at the 2008 RA.<sup>3</sup> The actual facts surrounding these contributions will be addressed in the Response submitted on behalf of BCEA and Sandra Hunter. As we understand it, in fact, Ms. Waites made no contribution to the NEA Fund at the 2008 RA and, while Ms. Fox did make a contribution, she has never requested that it be returned to her. NEA, the NEA Fund and AEA are not accused of any violation in connection with these contributions. Nevertheless, we respond to those allegations which to some extent implicate the procedures adopted by NEA, the NEA Fund and AEA to ensure compliance with all federal election rules.

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<sup>3</sup> Although the complaint includes certain allegations concerning the 2004 RA, they appear to be included merely as background for the events at the 2008 RA, since no violation concerning the earlier RA is even suggested.

10044260855

Ms. Thomasina Duncan  
Federal Election Commission  
March 20, 2009  
Page 5

First, the complaint wrongly alleges in several places that the complainants were not informed that the NEA Fund is a political committee and that contributions to the Fund would be used for political purposes. The complaint also alleges that the complainants were never informed that contributions to the Fund are voluntary or that they had a right to refuse to contribute to the Fund. (Paragraphs 21, 22, 24-25). The documents submitted as Exhibits to this Response make absolutely clear that these allegations are not true. Not only do the contribution envelopes and other information provided to the delegates at RA registration include these statements, but the information about the Fund in the Special Edition of RA Today and in the flyer that were sent to the delegates before the RA also makes clear that delegates may refuse to make a contribution without retaliation. Although Saadia Hunter may have indicated initially that contributions to the Fund were not used for political purposes, we understand that she corrected this statement after checking with others who were more knowledgeable, as the complaint acknowledges. (Paragraph 16). Furthermore, Ms. Waites's affidavit also acknowledges that she was aware that the Fund is a political committee. (Affidavit of Claire Waites, ¶¶ 7,9)

Second, the complaint incorrectly alleges that delegates were advised that "contributions should be given in a specific amount and in two separate payments." (Paragraph 26) As the documents attached to this Response make clear, while a "goal" is set for individual delegates to the RA, it is made clear to them at numerous times that it is merely a suggestion and that delegates may contribute more or less than the amount suggested, or may contribute nothing at all. This practice is completely consistent with 11 CFR §114.5(a)(2). In fact, only 163 (approximately 56%) of the Alabama delegates made contributions to the Fund at the 2008 RA, in amounts that ranged from \$20 to \$900. It is possible, as alleged in the complaint, that instructions may have been given that two separate payments needed to be made to the Fund where a contributor wished to make part of his or her contribution in cash. However, this is because federal law prohibits an individual from making cash contributions in excess of \$100. For a contributor to exceed this amount, the excess must be given by personal check, money order, or credit card; hence the need for two payments.

Third, the complaint wrongly charges that the NEA Fund accepts contributions made from union treasury funds in violation of FECA § 441b(b)(3)(A). (Paragraph 23). As described above, NEA has established an elaborate system to review all contributions made at the RA to ensure that no contributions are made from union treasury funds. The complaint appears to suggest that cash contributions made by delegates from the stipends they receive to cover their travel and other expenses are made from union funds. (Paragraphs 17-19, 23) Even if we assume for the sake of argument that these funds were used by some delegates to make cash or other contributions, however, these stipends belonged to the delegates and it was their own voluntary decision whether to use them to make contributions and in what amount. For example, a delegate from Alabama might out her travel expenses by using her personal automobile, rather than air travel, in which case she would have some excess funds from her stipend that she could use to make a contribution to the Fund, if she chose. Excess funds not attributable to specific travel expenses, however, are

10044260856

Ms. Thomasina Duncan  
Federal Election Commission  
March 20, 2009  
Page 6

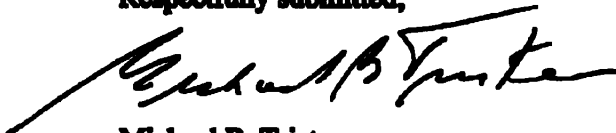
taxable to the individual donor, see 26 U.S.C. §§ 62(c), 274(e)(3), and are in no way regarded as union treasury funds.<sup>4</sup>

Fourth, the complaint wrongly states in several places that Saadia Hunter was an "agent" of NEA, the NEA Fund, and AEA with respect to the collection of contributions to the Fund. (Paragraphs 24, 26, 27). As described above, specific individuals are designated as state Captains, but Ms. Hunter was not the Alabama Captain and did not receive the information or training provided to the Captains. While Captains may designate other delegates to assist them, these individuals must be identified in advance of the RA, and they receive a special letter designating them for this purpose. (Exhibit J) Ms. Hunter was not such an assistant.

#### Conclusion

For the foregoing reasons, the Commission should find that there is no reason to believe that the NEA, NEA Fund, John Wilson, or AEA violated any provision of federal election law with respect to the Fund's fundraising activities at NEA's 2008 Representative Assembly, and should therefore take no further action with respect to the complaint filed in this matter.

Respectfully submitted,



Michael B. Trister

Encls.: Exhibits A-J

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<sup>4</sup> Paragraph 19 of the complaint falsely alleges that an employee of AEA, John Hudson, admitted to Claire Waites that the BCEA "included the NEA PAC contribution in the expense reimbursement of every BCEA delegate to the NEA RA." Waites's Affidavit suggests that this conversation took place at the RA. The complaint and Jeanne Fox's Affidavit also allege that after the RA, Hudson admitted to Fox that the BCEA intended to have its members' dues money go to the NEA PAC. In point of fact, Mr. Hudson was on vacation and did not attend the 2008 RA. (Declaration of John Hudson, ¶ 3) Moreover he emphatically denies that he ever made these statements to Waites or Fox and that, furthermore, he is well aware that union treasury funds may not be used to make contributions to the NEA Fund, and that he regularly advises union members of this rule. (Declaration of John Hudson, ¶ 10)

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Special 2008  
Pre-Annual Meeting  
Edition

# Ra today

The Official Newspaper for Delegates to the 2008 NEA Representative Assembly

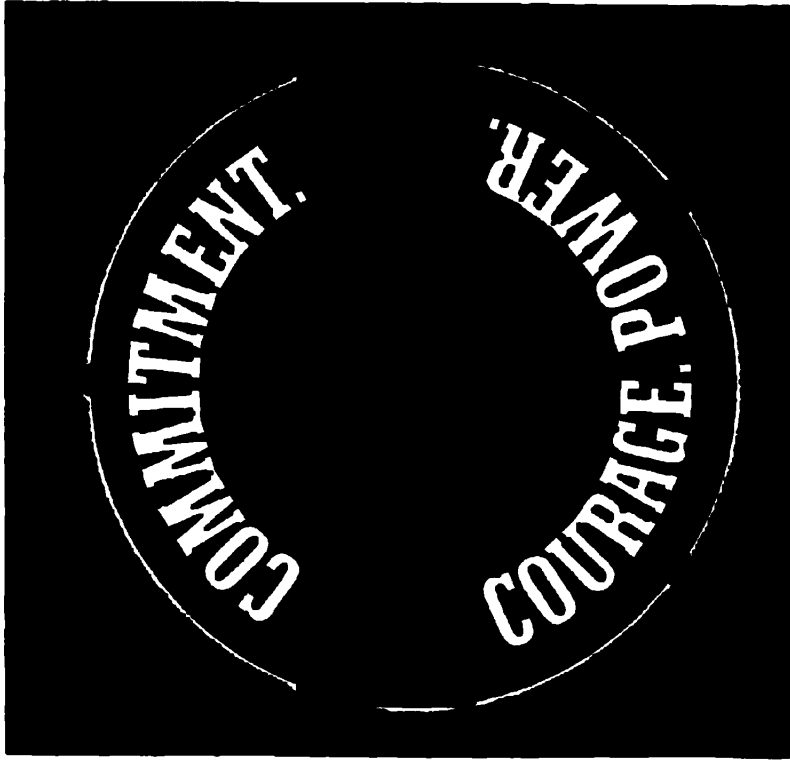
- Delegates face a packed business agenda when they arrive at the Walter E. Washington Convention Center. The full text of the amendments that delegates will consider starts on page 10.
- Help find out where political candidates really stand on issues and elect those who support public education by contributing to The NEA Fund. See page 2.
- For a calendar listing of all the great NEA events scheduled before the Representative Assembly begins, see page 9.
- Kids dropping out of school is a persistent national crisis, felt most severely in ethnic minority communities. Community leaders offer insight into this crisis and possible solutions at a provocative pre-RA forum. See page 9.

## • For Parents •

- As an RA delegate, you'll receive three information packets, two before the RA and one in Washington when you register. Besides the packet that includes this RA Today, you'll also receive a pre-RA packet containing your official RA delegate documents.
- Bus schedules will be available in the hotel lobbies and information desk. NEA operates continual shuttle service for the first two and-a-half days only. After that, bus service is provided at the start of the RA and the end of the RA only—not during the day.
- Give your elected officials a reality check by stopping by NEA's Legislative Action Center to send them a message. It's easy, effective, and you might just win a prize. Visit the Legislative Action Center, open July 1 through July 6 in Hall D of the convention center.

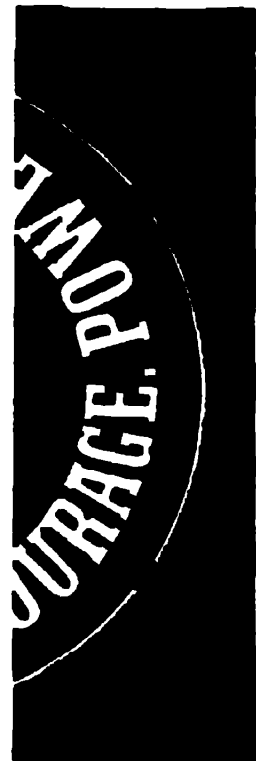
## Delegates Rally for Activist RA

Political activism will take center stage at the 87th Representative Assembly (RA) when more than 8,000 NEA members rally to fight for public education in this critical election year. As the fireworks soar, Team NEA will demonstrate their commitment, courage, and power by urging prospective presidential candidates to make education a priority in their campaigns and beyond. The impending reauthorization of the Elementary and Secondary Education Act, the so-called No Child Left Behind law (NCLB), makes this fall's election crucial to NEA members. The law stays in effect until Congress and a new President change it, and campaign season "is the best time to get their ear," says NEA President Reg Weaver. "Congress and the President got the law wrong in 2002, and they need to tell us what they'll do in 2008 to get the one-size-fits-all NCLB vies off our schools and to get real about providing great public schools for every child." Before the RA opens, delegates will tackle a range of issues and activities during the Joint Conference on Concerns of Minorities and Women, the NEA-Retired Conference, and the NEA Student Program meeting and Outreach to Teach event. For the latest information, visit [www.nea.org/jammeeting](http://www.nea.org/jammeeting).



Are you ready to fight for great public schools? NEA's 146th Annual Meeting will take place in Washington, D.C., July 1-July 6, with the Representative Assembly running July 3-6 at the Walter E. Washington Convention Center. Delegates will take on tough issues at conferences and on the convention center floor—and kick back at a special Friendship Night event. For the latest schedule and agendas, go to [www.nea.org/jammeeting](http://www.nea.org/jammeeting).

- Bus schedules will be available in the hotel lobbies and information desk. NEA operates complimentary shuttle service for the first two and-a-half days only. After that, bus service is provided at the start of the RA and the end of the RA only—not during the day.
- Give your elected officials a reality check by stopping by NEA's Legislative Action Center to send them a message. It's easy, effective, and you might just win a prize. Visit the Legislative Action Center, open July 1 through July 6 in Hall D of the convention center.



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Before the RA opens, delegates will tackle a range of issues and activities during the Joint Conference on Concerns of Minorities and Women, the NEA-Rethink Conference, and the NEA Student Program meeting and Outreach to Teach event. For the latest information, visit [www.nea.org/summeeting](http://www.nea.org/summeeting).

- While you are in Washington, be sure to stop by the NEA Professional Library Store located on the L Street Bridge, Level 2, of the convention center. The Professional Library is your one-stop shopping location for great gifts for yourself or those who couldn't make the trip. Special discounts will be advertised each day. Check issues of RA Today or stop by and browse through our books, videos, Read Across America and Dr. Seuss products, and NEA logo items and gear.

- "The Times, They Are A-Changin'." Change is in the air—on the national political front, in our Association leadership, and at NEA Member Benefit Our Exhibit Area (aka "Member Solutions-Central") has taken on a new look to reflect exciting new approaches to meeting members' needs. Visit us often from July 1 to July 3 to learn about the new information, partnerships, and products NEA Member Benefits has to offer. Use your SmartCard each day to register for fabulous prizes.



FSC

Member Solutions  
Central

Call us 800-622-6000  
or visit [www.nea.org](http://www.nea.org)

## A Star Teacher

*Educator Astronaut Barbara Morgan to address delegates on July 4.*

**E**ven as the rocket's red glare illuminates the nation's capital on this Fourth of July, the 2003 NEA Representative Assembly will honor one of its own—shooting star: NASA astronaut and Idaho elementary teacher Barbara Morgan.

Last summer, Morgan blasted off aboard the space shuttle Endeavour, becoming the space agency's first Educator Astronaut. For those 14 days in August, Morgan worked as a regular mission specialist, delivering supplies to the International Space Station. And when she came back to Earth, she continued her own mission: to teach the importance of science, math, and space exploration.

"There's so much to learn about space exploration. It really opens up a world of opportunity for our kids," Morgan told on Idaho midweek this year, according to AP. "It's important to remember our world doesn't stop with planet Earth."

For Morgan's tireless work in inspiring students, and in elevating teaching as a profession, as well as her dedication to public service, NEA will honor her on July 4 with the 2003 Friend of Education Award.

Previous recipients of the award include U.S. Presidents Lyndon B. Johnson, Jimmy Carter, and Bill Clinton, as well as U.S. Supreme Court Justice Thurgood Marshall and U.S. Secretary of Education Richard Riley—all individuals whose leadership has significantly benefited education, educators, and students.

While Morgan's journey to space reached its apex last summer, it began more than 20 years ago when she answered a NASA ad in a professional journal, shortly after President Reagan announced plans to send a teacher to space. In 1983, she found herself at Johnson Space Center, working alongside a cheery New Hampshire teacher—Christa McAuliffe.

Morgan was McAuliffe's backup on the doomed mission of the space shuttle Challenger, a brief flight that ended in tragedy. And she told NEA Today last year that her former colleague would be with her always, even when she took off on the Endeavour. "Teachers all over the world carry her with them. Christa was and always will be our teacher in space."

After the Challenger explosion, Morgan returned to a third-grade classroom in Idaho. But she continued to lecture, consult, and design curriculum for NASA, and she didn't hesitate when they called in 1998 and asked—would you like to return to the space flight quest?

The answer, of course, was yes.

"I keep thinking about my grandfather," who lived to 90, Morgan told AP. "In his life he saw travel with horses and carts...and he lived long enough to see the first space shuttle launch and land."

Today's students will see even greater things, she promised. With her example to lead them.



Elementary teacher and Educator Astronaut Barbara Morgan is NEA's Friend of Education this year. Space exploration "really opens up a world of opportunity for our kids," she says. Photo courtesy of NASA



# The NEA Fund for Children

## The NEA Fund for Children and Public Education

Dear Representative Assembly Delegates,

It's that time of the year again—time to plan fundraising activities for the 2008 Representative Assembly (RA) in Washington, D.C. Last year in Philadelphia, The NEA Fund raised a record-breaking \$1,686,146! All we can say is WOW and a huge thank you to each of our 2007 RA delegate contributors for your support of The NEA Fund!

As you know, this money is critical in our fight for a great public school for every student. We are confident that together we'll reach our 2008 RA fundraising goals.

This is a huge year for The NEA Fund and for public education. The elections are just a few short months away and we are working to elect a pro-public education President and Congress. With the reauthorization of the No Child Left Behind law (NCLB), school funding, vouchers, and attacks from anti-public education special interest groups, The NEA Fund will be busy this year. With your help we know we will raise the money needed to fight these powerful special interests and win for all of our members.

Please read this fundraising update very carefully because we've got some exciting changes this year in our fundraising program. This year, for the first time, we will count all money raised by a delegate during the "Fundraising Year" toward his or her goal! The suggested minimum contribution for each RA delegate to raise or donate voluntarily for The NEA Fund is \$180. There are some affiliates that have set a higher suggested minimum contribution, so please be sure to check with your state for your delegation's amount. Please remember that, by law, a delegate can only contribute \$100 in cash at the RA. The remainder of a delegate's contribution can be in the form of a check, credit card, traveler's check, or money order.

We have also added two new exciting fundraising year awards for state affiliates: highest dollar per member average and total amount raised by a state affiliate! All of the money raised at the 2008 RA will also count toward these new awards.

Thanks again for all that you do every day—in the classroom, in schools, and at institutions of higher education.

We look forward to seeing you all in Washington, D.C., very soon!

*Ry Weaver*

## 2008 Giveaway Updates!

### NEW INFORMATION FOR 2008:

Beginning at the 2008 RA—All contributions received during the 2007-08

"Fundraising Year" that are directly attributable to an individual delegate will count toward that delegate's 2008 RA goal. This means that for the first time, all federal

Payroll Deduction, Electronic Funds Transfer ("EFT"), Continual Credit Card, or one-time contributions given or raised at events will count toward a delegate's \$180 goal!

*For example: If you are giving \$5 a month, for 12 months, to the NEA Fund via Payroll Deduction or EFT, you will receive credit for \$60 toward your individual goal of \$180.*

*Likewise, if you gave \$75 at your 2008 Regional Leadership Conference, you will receive credit for \$75 toward your individual goal of \$180.*

Your Giveaway Captain will have a list of the total amount each member of the delegation has donated throughout the 2007-08 Fundraising Year. Please check with him or her to ensure that your contributions have been recorded properly.

\*Fundraising Year: For the purposes of PAC accounting, recognition, and incentives, the fundraising year will be defined as June 1 through May 31, and will also include the RA of the following year. (This will allow time for accounting of all funds received prior to the RA). The current fundraising year is June 1, 2007, through May 31, 2008, and will include all funds collected during this period.

contribution, no passes be sure to check with your state for your organization's amount. Please remember that, by law, a delegate can only contribute \$100 in cash at the RA. The remainder of a delegate's contribution can be in the form of a check, credit card, traveler's check, or money order.

We have also added two new exciting fundraising year awards for state affiliates: highest dollar per member average and total amount raised by a state affiliate! All of the money raised at the 2008 RA will also count toward these new awards.

Thanks again for all that you do every day—in the classroom, in schools, and at institutions of higher education.

We look forward to seeing you all in Washington, D.C., very soon!

*Rog Weaver*

Rog Weaver  
NEA President

## NEW PROGRAM: "8 for '08"

Sign up eight NEA members for a continuing contribution to The NEA Fund and you'll receive a special item at the RA!

Bring copies of eight Payroll Deduction, EFT, or Continual Credit Card sign-up sheets to the RA Government Relations/Campaigns & Elections Office and you will receive a free gift! Only forms showing brand new contribution commitments or increased contribution amounts will qualify for the "8 for '08" program.

The amounts on the sign-up sheets will not count toward your requested \$180. But, be assured that these commitments will help raise your state's total for the following year's RA, and more importantly, they help us build our political power so we can elect pro-public education candidates!

Start working on collecting those continual contribution forms (your state affiliate can be a resource with the required paperwork), and we'll see you at the GRCAE Office when you collect your great free gift!



Individual goal of \$180.

Your Giveaway Captain will have a list of the total amount each member of the delegation has donated throughout the 2007-08 Fundraising Year. Please check with him or her to ensure that your contributions have been recorded properly.

**Fundraising Year:** For the purposes of PAC accounting, recognition, and incentives, the fundraising year will be defined as June 1 through May 31, and will also include the RA of the following year. (This will allow time for accounting of all funds received prior to the RA). The current fundraising year is June 1, 2007, through May 31, 2008, and will include all funds collected at the 2008 RA. The RA will serve as the final fundraising opportunity for each fundraising year. The funds raised in conjunction with the 2007 RA will NOT be included in the calculations for the 2007-08 fundraising year.

# and Public Education



## Ever wondered what happens to all the money raised at the RA?

The NEA Fund is our Association's federal Political Action Committee. We're working every day to elect pro-public education candidates who *support legislation and policies that benefit you and other NEA members and the students you serve in and out of the classroom.* The funds raised at the 2008 RA will be used to:

- Elect a pro-public education President!
- Contribute to NEA-recommended candidates for the U.S. House and Senate.
- Support state political parties.
- Run independent campaigns, with TV and radio ads, mail, and face-to-face conversations with undecided voters advocating for the election of pro-public education candidates.
- Fight anti-public education special interests and candidates who don't have our best interests in mind.

Tired of the endless NCLB testing? Worried about your growing class size? What about that shrinking paycheck? Are you fighting for a living wage? Still paying off those student loans? Thinking about your retirement security? Worried about your health care and your students' health care?

**SO ARE WE!** That's why The NEA Fund is fighting for ALL OF US. Your contribution builds our collective power and our ability to fight and WIN on these important issues.

*Want to learn more about The NEA Fund—check out our Web site at [www.neafund.org](http://www.neafund.org) for more information on recommended candidates, political action, and much more!*

## 2008 Individual Delegate Gifts:

As a Thank You from The NEA Fund to you—in 2008 we're offering the following gifts for your donations.

Ribbons	\$50-\$2,000
Officers Button	\$200
Crystal Gift	\$500
"Ruby" Lapel Pin	\$1,000
"Diamond" Lapel Pin	\$2,000

Thank You Gifts will be available from your Giveaway Captain.

## The "Fun" Part of the Giveaway

*The Prize Money and Cars are the Stars of the Political Year!*

## Check out the PAC Store & Giveaway Booth!

*For the first time, we're selling our most popular*

**SO ARE WE!** That's why The NEA Fund is fighting for ALL OF US. Your contribution builds our collective power and our ability to fight and WIN on these important issues.

*Want to learn more about The NEA Fund—check out our Web site at [www.neafund.org](http://www.neafund.org) for more information on recommended candidates, political action, and much more!*

## The "Fun" Part of the Giveaway

*The Prize Money and Cars are the Same as in Previous Years!*

When you enter your name into the Giveaway Draw at the Car Giveaway Booth/PAC Store July 1-6, you have an opportunity to win:

- \$5,000 on the first day of the RA
- \$10,000 on the second day
- \$15,000 or a Saturn car on the third day
- \$25,000 or a Saturn car on the last day

## Check out the PAC Store & Giveaway Booth!

*For the first time, we're selling our most popular auction items so that everyone attending the RA has a chance to get them! Pick up your RA favorite for an NEA Fund donation:*

NEA Logo Watch	\$200
NEA Fund Logo Golf Jacket	\$150
T-shirts	\$20
Silent Art Auction	\$25 minimum bid

The National Education Association Fund for Children and Public Education collects voluntary contributions from Association members and uses these contributions for political purposes, including, but not limited to, making contributions to and expenditures on behalf of House of Representatives who are candidates for federal office. Contributions to The NEA Fund for Children and Public Education are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Although The NEA Fund for Children and Public Education requests an RA contribution of \$100, this is only a suggestion. A member may contribute more or less than the suggested amount, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in NEA or any of its affiliates. Contributions or gifts to The NEA Fund for Children and Public Education are not deductible as charitable contributions for federal income tax purposes.

Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. Federal law prohibits The NEA Fund for Children and Public Education from receiving donations from persons other than members of NEA and its affiliates and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.



# Annual Meeting Notes

## Get Those Hands Dirty—For a Good Cause

Each year, as part of the NEA Student Program Conference, more than 350 student members, active teachers, education support professionals, and retired educators band together to renovate a local school. This year, on June 27, they'll transform Wakefield High School in Arlington, Virginia, inside and out by cleaning, painting, landscaping, and creating bulletin boards, among other tasks. The school is located five miles outside of Washington, D.C., and serves approximately 1,500 students.

Got some time before the Annual Meeting? Then roll up those sleeves and pitch in. To volunteer or for more information, contact Kimberly Anderson at [kimberlyanderson@nea.org](mailto:kimberlyanderson@nea.org).

## UnitServ Referral Center

As a service to our state and local affiliates, NEA will maintain the UnitServ Referral Center prior to the 2008 Representative Assembly. The Center will be located in room 208A/B of the Washington Convention Center and will provide the following services to both members and state affiliates:

- Sessions will be offered in creating effective résumés, completing applications accurately, and developing excellent interviewing skills.
- Information sessions on the Affirmative Action Intern and Pre-Employment Development Programs will be offered.
- State and local representatives will be able to meet with interested members to further explore employment opportunities.

Applicant Profile Forms will be available for individuals interested in applying for UnitServ staff employment. Operating hours are as follows:

Tuesday, July 1: 9-5 p.m.  
Wednesday, July 2: 9-5 p.m.  
Thursday, July 3: 9-11 a.m.

A schedule of presentations and sessions will be posted daily in the Referral Center. The Referral Center staff will provide space for the daily sessions as well as for discussions between interested members and state affiliates. State and local affiliates may use the Referral Center for conducting interviews for employment vacancies during the Referral Center's operating hours.

The Referral Center will close promptly at the start of the Representative Assembly. NEA will coordinate the collection and distribution of Applicant Profile Forms; however, NEA accepts no liability and offers no assurance of employment.

## Hall of Health

Do you know your risk for chronic illnesses, like cancer? Are you concerned about pesticides, chemicals, and mold in your school? Do you want to learn more about how your school can "go green"? Is your school prepared to handle a crisis or natural disaster? For these and other important health and safety issues, visit the "Hall of Health," July 1-3 in the exhibit hall.

The NEA Health Information Network (HIN) and its partners will be staffing exciting, interactive booths to provide resources on health issues facing teachers, education support professionals, and students. Topics

include: mental health, indoor environmental quality, Internet safety, cancer, hand and hand surface cleaning and hygiene, school safety, and more.

The exhibit will unveil HIN's new HPV and cervical cancer prevention booklet, a valuable resource to help NEA members and the families and students they serve make informed decisions about cervical cancer prevention. The Hall of Health is also the place to post a survival note or memoir on the Cancer Survivors' Exhibit & Memory Wall, get a sneak preview of HIN's Indoor Environmental Quality Online Academy, get screened for the National Bone Marrow Registry, and recycle your old cell phone to promote Internet safety for kids.

## Physically Challenged Delegate Services

All delegates who qualify for Physically Challenged Services must register for the RA at Delegate Registration. (This is a change from past years when registration took place in the Physically Challenged Office.)

To qualify for Physically Challenged Services, a delegate must present at Delegate Registration one of the following (even if the same documentation was sent to NEA to request special services):

- A signed letter from your physician on his/her letterhead indicating the need for Physically Challenged Services.
- A signed physician's prescription form indicating the need for Physically Challenged Services.

- A state-issued vehicle registration card with Physically Challenged endorsement.
- Upon registration, delegates must make a choice for the remainder of the Representative Assembly concerning voting options:

- voting in a specially designated area closer to the RA floor, or
  - voting in the regular voting area.
- Any injuries sustained at the Annual Meeting should be reported to Emergency Medical Services. If an on-site injury requires special services or voting location, Emergency Medical Area personnel will provide documentation that the delegate needs to present to personnel in the Physically Challenged Office (for services) and at the Delegate Registration (to change voting location).

Transportation can be provided for those Physically Challenged Delegates who have preregistered by June 1 on the NEA Annual Meeting Web site. Transportation is provided for official Annual Meeting events only and does not include airport transfers.

Transportation is limited to qualifying delegates only (not friends, family, and guests). If a companion is required to assist a delegate, a physician's note is required.

To request transportation to the convention center starting July 1, call the Physically Challenged Office. (The phone number will be printed on NEA Shuttle Bus Brochures and signs available in hotel lobbies.) Because transportation needs to be coordinated with fellow delegates, allow a half-hour for variance either way from the time you request pick-ups.

Transportation on the first two days

Attention NEA Delegates:

Mark Your Calendar...

applications accurately, and developing excellent interviewing skills.

- Information sessions on the Affirmative Action Intern and Pre-Employment Development Programs will be offered.
- State and local representatives will be able to meet with interested members to further explore employment opportunities.

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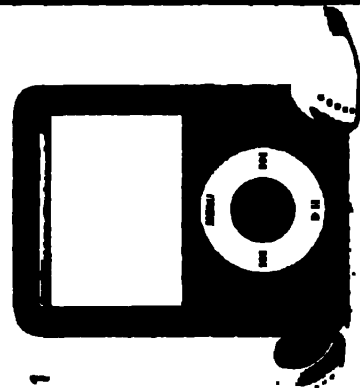
The NEA Health Information Network (HIN) and its partners will be staffing exciting, interactive booths to provide resources on health issues facing teachers, education support professionals, and students. Topics

## Attention NEA Delegates:

### Win an Apple iPod MP3 Player Every Day!

- We will give away one Apple iPod MP3 Player every day during the Annual Meeting from July 1 through July 6.
- Winners will be selected from delegates visiting the Legislative Action Center located in Hall D of the convention center.
- The winner will be chosen daily by a random drawing.
- You must sign-up every day to be entered in each day's drawing.
- Visit the Legislative Action Center for more details.
- The Legislative Action Center will be open July 1 through July 6.

July 1:  
12 p.m. - 5 p.m.  
July 2:  
9 a.m. - 5 p.m.  
July 3 - July 6:  
9 a.m. - 6 p.m.  
July 6:  
9 a.m. - 2 p.m.



request transportation to the convention center starting July 1, call the Physically Challenged Office. (The phone number will be printed on NEA Shuttle Bus Brochures and signs available in hotel lobbies.) Because transportation needs to be coordinated with fellow delegates, allow a half-hour for variance either way from the time you request pick-ups.

- A signed letter from your physician on letterhead indicating the need for Physically Challenged Services.
- A signed physician's prescription form indicating the need for Physically Challenged Services.

Transportation on the first two days

For Thursday, July 3, when NEA hosts a special tribute to President Reg Weaver. Join your fellow delegates

## Mark Your Calendar...



and guests for a music-filled evening from 8 p.m. to midnight in the Ballroom of the Walter E. Washington Convention Center.

The festivities will kick off with an exciting concert by Frankie Beverly and Maze—well-known for their work with Marvin Gaye—and one of the best live acts in American soul music. Then, on the heels of their 2007 Friendship Night performance, Sound Connection will take the stage and turn up the heat with all your favorite dance tunes. Don't miss this entertaining event!

Busing will be available between the hotels and the convention center from 7:30 p.m. until 12:30 a.m. There will be no busing from 9:30 p.m. to 10:30 p.m. Child care services will be available for kids ages 6 months to 12 years from 8 to 11 p.m. Register ahead of time to ensure availability.

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prior to the Representative Assembly (July 1 and 2) will follow the bus schedule used for motor coaches. Last pick-up from the hotel will be at 3:30 p.m. and last return to the hotel will be at 6 p.m.

Once the Representative Assembly starts on July 3, transportation will mimic the bus schedule used for motor coaches. However, a physically challenged vehicle will be available at the convention center for delegates who need to return to their hotels before the Representative Assembly ends. The departures will be every hour on the half-hour.

After registering at the Physically Challenged Office, delegates will be asked to submit a daily schedule. While you may request a particular pick-up time, don't assume you'll get the specific time you request. Call the Physically Challenged Office to confirm your time.

If you have a mobile phone, give the phone number to the Physically Challenged Office to make communication easier, and always check with your hotel for messages.

Delegates will also be given a special transportation pass to show the driver that they are entitled to the service. If companions are necessary to assist Physically Challenged Delegates, they too will be issued a pass.

If you need to change your pick-up time, inform the NEA Transportation Coordinator, not the bus driver or another delegate. Because each pick-up affects another pick-up, it's important that delegates give notice of changes. Bus drivers are instructed to wait no more than five minutes past the appointed pick-up time. Be sure

you understand exactly where the bus will meet you.

Please be on time, and keep schedule changes to a minimum.

Physically Challenged Delegates who own their own chairs are expected to bring their own equipment. NEA rents several wheelchairs for people who need a chair to navigate the convention center, but are not regular users of wheelchairs.

Motorized wheelchairs, electric scooters, or oxygen tanks can be rented, at the delegate's expense, by contacting Jennifer Turcan, Scooteraround Inc., toll-free at (888) 441-7576 ext. 260, by fax at (204) 478-1172, by e-mail at [info@scooteraround.com](mailto:info@scooteraround.com), or through their Web site at [www.scooteraround.com/rentals/h/nea](http://www.scooteraround.com/rentals/h/nea).

### Volunteer Opportunities

There are two opportunities to volunteer for a community service project in the Washington, D.C., area during the Annual Meeting. Join the Community Service Caucus on Tuesday, July 1, 2008, to volunteer at the Capital Area Food Bank. Capital Area Food Bank is the largest, public non-profit hunger and education resource in the Washington, D.C., metropolitan area. Every year, over 20 million pounds of food, including 6 million pounds of fresh produce, are distributed to over 700 partner agencies through this organization. Volunteers will be sorting and packaging food items from 9 a.m.-12 p.m. Transportation from the convention center will be provided. We can have up to 25 volunteers. Please contact Cathy Savage at [cavage@lead.k12.ny.us](mailto:cavage@lead.k12.ny.us) for more information.

Continued on page 2.



## Grab Your Hat and Read with the Cat!

Join us on Monday, June 30, for a chance to read with the Cat in the Hat at NEA's Read Across America annual Read-In celebration.

For the Read-In location and time, keep checking the Read Across America Web site, [www.nea.org/readacross](http://www.nea.org/readacross).

And don't forget to stop by NEA's Read Across America Booth, located on the L Street Bridge on the second floor of the Convention Center, July 1-6, from 8 a.m. to 5 p.m.

You'll find out the latest plans for NEA's Read Across America Day and have your picture taken with the Cat in the Hat.



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NEA is an Equal Opportunity Employer.

**Do you have an old cell phone in your**



The NEA Health Information Network and the Cancer Survivors & Supporters Caucus present the

and/or Physically Challenged Delegates, they too will be loved a pass.

If you need to change your pick-up time, inform the NEA Transportation Coordinator, not the bus driver or another delegate. Because each pick-up affects another pick-up, it's important that delegates give notice of changes. Bus drivers are instructed to wait no more than five minutes past the appointed pick-up time. Be sure

food, including 8 million pounds of fresh produce, are distributed to over 700 partner agencies through this organization. Volunteers will be sorting and packaging food items from 8 a.m.-12 p.m. Transportation from the convention center will be provided. We can have up to 25 volunteers. Please contact Cathy Savage at [csavage@lead.k12.ny.us](mailto:csavage@lead.k12.ny.us) for more information.

Continued on page 8



You'll find out the latest plans for NEA's Read Across America Day and have your picture taken with the Cat in the Hat.

## Do you have an old cell phone in your drawer at home? Recycle it and help keep kids safe online.

The proceeds from the recycling of cell phones provides the NEA Health Information Network (NEA HIN) with support to develop resources and tools that educators can use to teach students about the smart use of the Internet, cell phones, and other communications technology. There are two free and easy ways to recycle your cell phones, PDAs, and chargers:

1. Bring them with you to the RA and drop them off at the NEA HIN "Hall of Health" exhibit in the Expo Hall at the Convention Center.

Or

2. Mail your cell phones and equipment in for recycling—at no cost. Just go to your local participating Sprint store to pick up a free postage-paid envelope. Or, you can print out a free postage-paid mailing label at home by visiting [www.sprint.com/projectconnect](http://www.sprint.com/projectconnect) and click "Free mailing label" in the "Related Links" box at the top-right corner of the screen.

To sign up for bNetSavvy, a bimonthly newsletter on Internet safety, go to [www.bnetsavvy.org](http://www.bnetsavvy.org).



## The NEA Health Information Network and the Cancer Survivors & Supporters Caucus present the 2008 NEA Cancer Survivors' Exhibit & Memory Wall

Join fellow NEA delegates in celebrating cancer survivorship and remembering loved ones who lost their battles to cancer.

Bring your own photo and personal mementos\* or we will take your picture at the booth!

Tuesday, July 1, & Wednesday, July 2, from 9 a.m.-5 p.m., and Thursday, July 3, from 9 a.m.-11 a.m.

Look for the NEA Health Information Network's "Hall of Health" in the Representative Assembly Exhibit Hall.

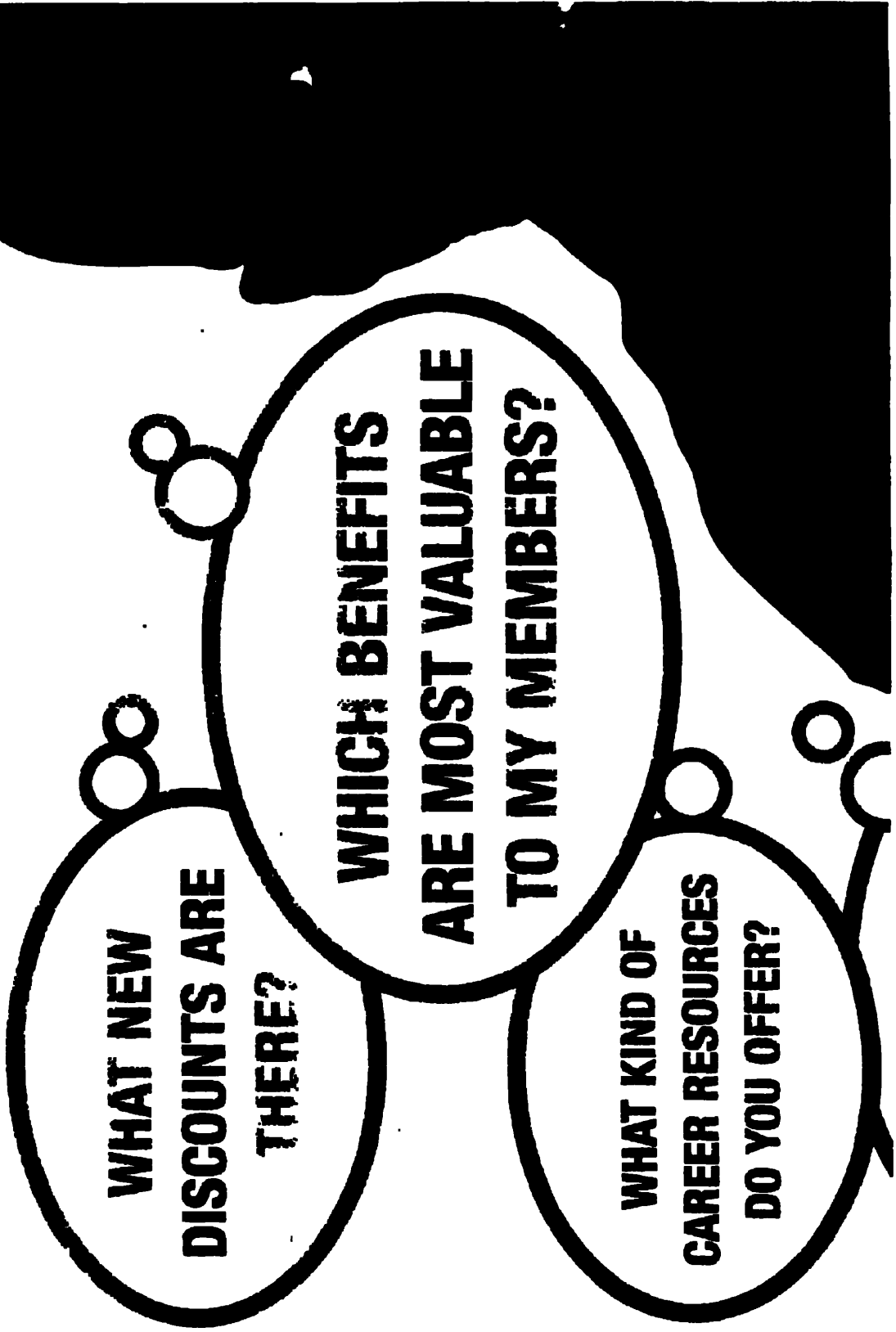
Visit [www.neahin.org](http://www.neahin.org) for more information.



\*Photos and personal mementos cannot be returned once posted to the Survivors' Exhibit & Memory Wall.



# **BENEFITTING**



**WHAT NEW  
DISCOUNTS ARE  
THERE?**

**WHICH BENEFITS  
ARE MOST VALUABLE  
TO MY MEMBERS?**

**WHAT KIND OF  
CAREER RESOURCES  
DO YOU OFFER?**

# MEMBERS.

## WE'RE WORKING HARD TO BRING YOU AND YOUR MEMBERS MORE.

Be sure to stop by the NEA Member Benefits Exhibit Area this year to see all the great changes we've made on behalf of you and your members. We're dedicated to adding value to membership by providing members with solutions to help balance their lives at home and in school. Be sure to ask about the new discount program, additional free insurance for new members, and our professional development initiative.

We look forward to seeing you there!

**nea** Member  
Benefits  
[neamb.com](http://neamb.com)

**WHAT KIND OF  
CAREER RESOURCES  
DO YOU OFFER?**

**HOW CAN YOU  
HELP MY MEMBERS  
IN THESE TIMES?**

100-442-5021

10044260871

We look forward to seeing you there!



HELPING MAKE MEMBERS' LIVES BETTER™

**1-800-637-4636**  
Monday-Friday, 8 a.m. to 8 p.m.  
(or Saturday, 9 a.m. to 1 p.m.) ET

Come visit this year's MB Exhibit Area and  
find out how NEA Member Benefits can  
find solutions for you and your members.

# Annual Meeting Notes

*Continued from page 5.*

On Wednesday, July 2, delegates will be able to participate in a Habitat for Humanity event. We will be working with the Northern Virginia Habitat for Humanity at the Alexandria Habitat for Humanity ReStore, a resale business that sells new and used building materials and home improvement items to the general public. All proceeds go to help build safe, decent, affordable homes for families in need.

Delegates will be able to register soon online. For more information, e-mail Karen McInnis at [mcinnis002@umn.edu](mailto:mcinnis002@umn.edu), [mcinnis002@umn.edu](mailto:mcinnis002@umn.edu), or [mcinnis002@umn.edu](mailto:mcinnis002@umn.edu). And, be sure to dress for some hard work: for safety's sake, shoes and socks are required.

## When You Pack

If you have room in your luggage, don't forget to pack a few school supplies or favorite children's books. The Community Service Caucus will be collecting these items at the Washington convention center and donating them to the local agencies. Also, remember to collect the unused toiletries in your hotel room throughout your stay during the conference and bring them to our booth. They are greatly appreciated by the local shelters we donate them to.

## Sign Up for the Marrow Donor Registry

Last year 35,000 leukemia and other blood cancer patients in the United States sought a potentially life-saving marrow match. Only 3,700 found donors. With a simple and painless cheek swab, you can be the one to help save a life. Visit the HHS Hall of Health, July 1-3 in the exhibit hall

at no cost thanks to DKMS, the world's largest marrow donor center with over 1.7 million donors. Since its inception, DKMS has facilitated over 13,500 donor and patient matches, and they aren't stopping there. Please join DKMS in their fight against leukemia, and register as a marrow donor. It takes only minutes.

**Together We Can Save a Life: Blood Drive on July 1 and 2**  
Join NEA and the American Red Cross for a blood drive on Tuesday, July 1, and Wednesday, July 2, from 10 a.m. to 4 p.m. in Hall A of the convention center.

Participants should schedule their donation in advance by calling 1 (800) GIVE-LIFE. All participants will receive a special gift from the American Red Cross as a token of our appreciation. Please bring some form of ID.

## You're an Advocate, We're an Advocate—Let's Advocate Together!

As an elected delegate to the NEA RA, you have your members' best interests in mind. But we know your job doesn't stop when you depart the delegate floor. Back in your school districts, you work tirelessly to convey the value of membership to current and prospective members. That's where NEA Member Benefits can lend a hand!

Over the past few years, NEA Member Benefits has been talking extensively to members to find out what kinds of benefits, support, and resources they need and expect from their Association. They told us they want more targeted solutions for their financial and professional challenges. Stop by the NEA Member Benefits Exhibit Area so we can tell you in on what's new and different.

SmartCard to replace for daily giveaways and big sweepstakes prizes!

**Brand New Benefit for Brand New Members!** Members who are new to NEA for the 2008-09 school year may be eligible for \$15,000 in life insurance coverage at no cost for one year. (This is in addition to the NEA DUES-TAP Insurance Program.) The NEA Members Insurance Trust<sup>®</sup> designed this special program as a way to welcome new members to the Association and show them that we care about their well-being—in and outside the classroom. Find out more at the NEA Members Insurance Trust Programs booth!

**Helping Members Survive Difficult Financial Situations.** Uncertain economic times can cause even the most financially astute person to question their "financial health." Now try to imagine the prospect of your mortgage interest rate doubling next month or having a mountain of debt that threatens your ability to make a mortgage payment at all! NEA Member Benefits and the National

Foundation for Credit Counseling (NFCC) are working together to assist NEA members who are facing a housing crisis or seemingly insurmountable debt. Visit the Credit Counseling kiosk in the NEA Member Benefits Exhibit Area to learn about the excellent resources available for members in need.

**NEA Click & Save, the Online Discount Buying Service for NEA Members.** In just a "Click" and a "Click" Away! NEA Click & Save provides access to discounted products from hundreds of national retailers and merchants. Visit the Discount Programs booth in the NEA Member Benefits Exhibit Area and find out why more than 30,000 members have already registered

## NEA's Mission, Vision, and Core Values

During the 2006 Representative Assembly, NEA members overwhelmingly voted to adopt a statement of the Association's mission, vision, and core values:

### THE NATIONAL EDUCATION ASSOCIATION

We, the members of the National Education Association of the United States, are the voice of education professionals. Our work is fundamental to the nation, and we accept the profound trust placed in us.

### OUR VISION

Our vision is a great public school for every student.

### OUR MISSION

Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

### OUR CORE VALUES

These principles guide our work and define our mission:

**Equal Opportunity.** We believe

public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.

**A Just Society.** We believe public

during the conference and bring them to our booth. They are greatly appreciated by the local shelters we donate them to.

#### Sign Up for the Marrow Donor Registry

Last year 35,000 leukemia and other blood cancer patients in the United States sought a potentially life-saving marrow match. Only 3,700 found donors. With a simple and painless cheek swab, you can be the one to help save a life. Visit the HUN Hall of Health, July 1-3 in the exhibit hall and join the Marrow Donor Registry

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## THE NEA FOUNDATION

The NEA Foundation supports a variety of efforts by public school teachers, education support professionals, and higher education faculty and staff to improve student learning.

**Learning & Leadership Grants** provide opportunities for public school educators to engage in high-quality professional development. The grant amount is \$2,000 for individuals and \$5,000 for groups engaged in collegial study.

### Need a Grant?

**Student Achievement Grants** provide \$5,000 to improve the academic achievement of students by engaging them in critical thinking that deepens their knowledge of standards-based subject matter.

**Upcoming application deadlines** for both grants are **October 15, 2008, and February 1, 2009.**



10044250873

Counting East in the NEA Member Benefits Exhibit Area to learn about the excellent resources available for members in need.

NEA Click & Save, the Online Discount Buying Service for NEA Members, is just a "Step" and a "Click" Away! NEA Click & Save provides access to discounted products from hundreds of national retailers and merchants. Visit the Discount Programs booth in the NEA Member Benefits Exhibit Area and find out why more than 30,000 members have already registered for this great program!

## OUR CORE VALUES

These principles guide our work and define our mission:

**Equal Opportunity.** We believe public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.

**A Just Society.** We believe public education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.

**Democracy.** We believe public education is the cornerstone of our republic. Public education provides individuals with the skills to be involved, informed, and engaged in our representative democracy.

**Professionalism.** We believe that the expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation, and respect due all professionals.

**Partnership.** We believe partnerships with parents, families, communities, and other stakeholders are essential to quality public education and student success.

**Collective Action.** We believe individuals are strengthened when they work together for the common good. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.

# Calendar of Events

Here's a preliminary list of what's on tap in Washington for the NEA Annual Meeting and the days leading up to it. For updates, see [www.nea.org/annualmeeting](http://www.nea.org/annualmeeting)

- Thursday, June 26**  
8 a.m. - 5:30 p.m.  
NEA Student Leadership Conference
- Friday, June 27**  
All Day  
Outreach to Teach  
Ethnic Leaders Meetings  
NEA Student Leadership Conference  
National Council of Urban Education Associations Meeting  
NEA-Retired Annual Meeting
- Saturday, June 28**  
8 a.m. - 6 p.m.  
8:30 a.m. - 6 p.m.  
9 a.m. - 5 p.m.  
9 a.m. - 6 p.m.  
9 a.m. - 6 p.m.  
4:15 p.m. - 5:15 p.m.  
5 p.m. - 6 p.m.  
NEA Student Leadership Conference  
NEA-Retired Annual Meeting  
National Council of Urban Education Associations Meeting  
Joint Conference on Concerns of Minorities and Women  
Resolutions Editing Committee Meeting  
Ethnic Minority Affairs Committee Hearing  
Women's Issues Hearing
- Sunday, June 29**  
8:30 a.m. - 2:30 p.m.  
8:30 a.m. - 3 p.m.  
8:30 a.m. - 5 p.m.  
8:45 a.m. - 5 p.m.  
9 a.m. - 12 n  
9 a.m. - 12 n  
9 a.m. - 2 p.m.  
9 a.m. - 4 p.m.  
9 a.m. - 6 p.m.  
1:30 p.m. - 5 p.m.  
4 p.m. - 5:30 p.m.  
NEA Student Leadership Conference  
Joint Conference on Concerns of Minorities and Women  
NEA-Retired Annual Meeting  
NEA HN School Safety and Crisis Response Training  
The NEA Fund for Children and Public Education Meeting  
National Education Employees Assistance Fund Meeting  
National Council of Urban Education Associations Meeting  
Constitution, Bylaws, and Rules Committee Meeting  
Resolutions Editing Committee Meeting  
National Council of State Education Associations Meeting  
Constitution, Bylaws, and Rules Committee Meeting  
with Candidates for NEA Office
- Monday, June 30**  
8:45 a.m. - 5 p.m.  
9 a.m. - 5 p.m.  
9 a.m. - 6 p.m.  
1:30 p.m. - 5 p.m.  
3 p.m. - 5 p.m.  
Time TBD  
NEA HN Indoor Environmental Quality Training  
Candidates' Interview Day  
Resolutions Committee Meeting  
Board of Directors Meeting  
Credentials Committee Meeting  
NEA's Road Across America Read-In

## ABOUT THE EVENTS . . .

### PRE-RA MINORITY COMMUNITY OUTREACH FORUM

Every year, significant numbers of young people drop out of high schools. Nowhere is this issue more pronounced than in the ethnic minority community. The causes are multiple and interrelated. They include the effects of poverty, home and community learning opportunities, discrimination, access to health care, and issues of housing and mobility. Many face institutional barriers or are pushed out to meet AYP and other testing requirements. The dropout crisis is occurring in the midst of a population surge among ethnic minorities in America. The Office of Governance and Policy, Minority Community Outreach is convening a forum of national leaders from the ethnic minority community to provide their perspectives, insights, and solutions to this persistent national crisis. It will be held on Wednesday, July 2, 2008, from 2 to 4 p.m. at the Walter E. Washington Convention Center.

### JOINT CONFERENCE ON CONCERNS OF MINORITIES AND WOMEN

Our annual two-day event attracts more than 1,000 active, retired, education support professionals (ESP), and higher education employees. Participants explore societal trends, the latest education research, current reform, best practices, and critical issues affecting students and employees. We invite you to come and lend your voice to the conversation. "New Era Awaiting for Public Education: From the Hill to the Hallways" is the theme of this year's conference, to be held June 28-29 at the Hilton Washington Hotel at 1019 Connecticut Avenue, N.W. In addition to the customary mini-plenary sessions and workshops, the conference will feature Learning Labs—four-hour in-depth sessions led by nationally known experts. Participants must register in advance for these sessions, because enrollment is limited to 40 participants for each lab. Participation in the Joint Conference is limited to 800 pre-registered members who are delegates to the 2008 Representative Assembly and 100 pre-registered members who are non-delegates. For more, call the Joint Conference Hotline at (202) 822-7702 or go to [www.nea.org/annualmeeting/jointconference.html](http://www.nea.org/annualmeeting/jointconference.html).

### THE 42ND ANNUAL HUMAN AND CIVIL RIGHTS AWARDS DINNER

The 2008 Human and Civil Rights Awards Dinner will be held on July 2, 2008, at the Washington convention center in the Grand Ballroom, 801 Mount Vernon Place, N.W., Washington, DC 20001. The annual gala honors the legacy of the National Education Association/American Teachers Association merger, celebrates our Association's multiracial roots, and salutes the human and civil rights heroes of our day. Tickets may only be purchased through NEA Human and Civil Rights on a first-come, first-served basis until sold out. No tickets will be available for sale online. The cost is \$95 per ticket or \$850 per table of 10. Tickets will not be mailed. They will be distributed at these locations:

- the Joint Conference on Concerns of Minorities and Women on June 28-29 for individuals and states
  - the meeting of convention coordinators for states
  - the Awards Dinner ticket booth at the Washington convention center on July 1 and until noon on July 2
  - the "will call" desk at the Washington convention center Grand Ballroom.
- For more information, call NEA Human and Civil Rights at (202) 822-7702.

### NEA STUDENT LEADERSHIP CONFERENCE

9 a.m. - 2 p.m.  
 National Council of Urban Education Associations Meeting  
 Constitution, Bylaws, and Rules Committee Meeting  
 Resolutions Editing Committee Meeting  
 National Council of State Education Associations Meeting  
 Constitution, Bylaws, and Rules Committee Meeting  
 with Candidates for NEA Office

**Mondays, June 30**  
 8:45 a.m. - 5 p.m.  
 9 a.m. - 5 p.m.  
 9 a.m. - 6 p.m.  
 1:30 p.m. - 5 p.m.  
 3 p.m. - 5 p.m.  
 Time TBD

NEA HEN Indoor Environmental Quality Training  
 Candidates' Interview Day  
 Resolutions Committee Meeting  
 Board of Directors Meeting  
 Credentials Committee Meeting  
 NEA's Road Across America Read-In

**Tuesdays, July 1**  
 9 a.m. - 5 p.m.  
 9 a.m. - 5 p.m.  
 9 a.m. - 5 p.m.  
 9 a.m. - 11 a.m.  
 10 a.m. - 3:30 p.m.  
 4 p.m. - 5:30 p.m.  
 4 p.m. - 6 p.m.  
 4 p.m. - 7 p.m.  
 7 p.m. - 10:30 p.m.

Exhibits open; Campaigning  
 Credentials Committee Meeting  
 Registration  
 Open Hearing on Resolutions  
 State Delegation Meetings  
 Special Interest Caucus Meetings  
 National Council for Higher Education Conference  
 National Council for Education Support  
 Professionals  
 Special Guests' Dinner

**Wednesdays, July 2**  
 7 a.m. - 9 a.m.  
 9 a.m. - 5 p.m.  
 9 a.m. - 5 p.m.  
 9 a.m. - 6 p.m.  
 10 a.m. - 12 n  
 10 a.m. - 4 p.m.  
 12 n - 1 p.m.  
 12 n - 2 p.m.  
 1 p.m. - 3 p.m.  
 1 p.m. - 3 p.m.  
 2 p.m. - 4 p.m.  
 2 p.m. - 4 p.m.  
 5 p.m.  
 6:30 p.m. - 10 p.m.

State Delegation Meetings  
 Registration  
 Exhibits open; Campaigning  
 Credentials Committee Meeting  
 Open Hearing on Budget & Strategic Planning  
 Resolutions Committee Meeting  
 Special Interest Caucus Meetings  
 Teacher Quality Policy Briefing  
 Legislative Open Hearing  
 Open Hearing on Constitution, Bylaws, and Rules  
 Elections Committee Meeting  
 Minority Community Outreach Forum  
 Board of Directors Meeting  
 NEA Human and Civil Rights Awards Dinner

**Thursdays, July 3**  
 7 a.m. - 9 a.m.  
 9 a.m. - 11 a.m.  
 9 a.m. - 5 p.m.  
 9 a.m. - 5 p.m.  
 9:30 a.m. - 11 a.m.  
 11 a.m. - 5 p.m.  
 All Day  
 8 p.m. - midnight

State Delegation Meetings  
 Exhibits open  
 Credentials Committee Meeting  
 Non-Delegate Registration  
 Special Interest Caucus Meetings  
 Representative Assembly  
 Campaigning  
 Friendship Night

\*Held in conjunction with the Joint Conference on Concerns of Minorities and Women

Education Association/American Teachers Association merges celebrates our Association's milestone roots and salutes the human and civil rights heroes of our day. Tickets may only be purchased through NEA Human and Civil Rights on a first-come, first-served basis until sold out. No tickets will be available for sale online. The cost is \$15 per ticket or \$800 per table of 50. Tickets will not be mailed. They will be distributed at these locations:

- the Joint Conference on Concerns of Minorities and Women on June 28-29 for individuals and states
- the meeting of convention coordinators for states
- the Awards Dinner ticket booth at the Washington convention center on July 1 and until noon on July 2
- the "will call" desk at the Washington convention center Grand Ballroom.

For more information, call NEA Human and Civil Rights at (202) 822-7708.

## NEA STUDENT LEADERSHIP CONFERENCE

This conference is for Student NEA Representative Assembly delegates and newly elected state Student leaders. Leadership training sessions will focus on topics from secretaries to time management, as well as political action training. Attendees will hear fabulous guest speakers, attend our awards banquet, and participate in the Outreach to Teach school renovation project on June 27. The conference will take place June 28-29 at the Embassy Plaza Hotel in Washington, D.C. For more information, contact Kimberly Anderson, NEA Student Program, at kimberlyanderson@nea.org.

## NEA-RETIRED ANNUAL MEETING

The NEA-Retired Annual Meeting will be held at the J.W. Marriott at 1391 Pennsylvania Avenue, N.W., Washington, D.C. 20004 from Friday, June 27, to Sunday, June 28. This year, we mark the 25th Anniversary of NEA-Retired with a special celebration and reception on Friday, June 27, from 6-10 p.m. The theme for this year's meeting is "Celebrating 25 Years of Dedicated Service in the NEA Family" E.J. Dionne Jr., a widely syndicated Washington Post columnist will deliver the keynote address on Saturday, June 28. The NEA-Retired Annual Meeting is open to all delegates and NEA-Retired members. Attendees participating in the NEA Student Program "Outreach to Teach" event should arrive on Thursday, June 26, because we will leave the J.W. Marriott for the school at approximately 6 a.m. on June 27. The Annual Meeting banquet will be held on Saturday, June 28, at the J.W. Marriott, followed by an intergenerational dance with NEA Student members. In addition, awards for distinguished service, retired membership growth, and best newsletters and Web sites will be given. For more information about NEA-Retired, visit our Web site at [www.nea.org/retired](http://www.nea.org/retired) or call (202) 822-7448.

## TEACHER QUALITY POLICY BRIEFING

NEA's Teacher Quality Department will sponsor a policy briefing for delegates who are involved with Teacher Quality initiatives such as National Board Certification; NCATS accreditation, induction, and mentoring state licensing boards; professional development; and related issues. The briefing will be held on July 2 from 12 noon to 2 p.m. at the Walter E. Washington Convention Center. Please check the NEA program book for room location.

Delegates will receive updates on national trends in teacher development, including continuing attempts to dismantle professional safeguards and standards that the Association has built over the past several decades. Leading teacher quality expert Professor Linda Darling-Hammond of Stanford University will offer advice to NEA delegates on how to advance a progressive agenda to strengthen the profession and enhance student success.



# PROPOSED AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

• N E A

The Representative Assembly will vote on amendments to the Standing Rules by voice vote at the first business meeting, July 3, 2008. Standing Rule amendments, if adopted, are effective immediately unless otherwise specified.

The Assembly will vote on amendments to the Constitution and Bylaws from 8:30 a.m. to 12 noon, July 5, 2008. Amendments

will be discussed before the voting begins.

Amendments to the Constitution and Bylaws become effective on September 1 following their adoption unless otherwise specified.

Further information may be obtained from NEA Governance and Policy Support, 1201 16th St., N.W., Washington, DC 20036, (202) 822-7923.

**NEA COMMITTEE ON CONSTITUTION, BYLAWS, AND RULES**  
**JOSEPH WEAVER**  
 Chairperson, Indiana  
**JOSEPHINE BERNARD**  
 Massachusetts  
**JUDITH CEPHAS**  
 Maryland  
**SYBIL CONNALLY**  
 Illinois  
**DAVID SCHUTTEN**  
 Georgia

## Amendments to the NEA Standing Rules:

### STANDING RULE AMENDMENT 1

**TITLE:** To require a delegate to ask a question when recognized to speak on a point of information.

**Rule 6. Order of Business and Debate**  
 (no location in the Standing Rules given)

Delegates recognized to speak on points of information must ask a question.

#### IMPACT STATEMENTS

Because the NEA governing documents do not define points of information, the matter is controlled by Robert's Rules of Order Newly Revised, which states that a point of information "must always be put in the form of a question." Consistent with Robert's, a delegate who is recognized to speak on a point of information is not only required to ask a question, but is also prohibited from entering into debate. If a delegate fails to adhere to this prohibition, it is the practice of the presiding officer to direct him or her to do so. This amendment would not change the current practice

## Amendment to the NEA Constitution:

### CONSTITUTIONAL AMENDMENT 1

**TITLE:** To allow the NEA Bylaws to provide NEA membership for certain persons who are not education employees, and to prohibit such members from serving as officers of the Association, members of the Board of Directors, or delegates to the Representative Assembly.

#### Article 1. Membership

**Section 2. Membership Eligibility**  
 Prescribes and limitations.

a. Membership, as provided in the Bylaws, shall be open to persons engaged in the profession of teaching or in other educational work and to persons interested in advancing the cause of public education who shall agree to subscribe to the goals and objectives of the Association and to abide by its Constitution and Bylaws.

a. Persons interested in advancing the cause of public education who are not active or retired education employees and who are not student members and who are granted membership pursuant to Section 2(a) above shall not have the right to serve as officers or

#### IMPACT STATEMENTS

If this amendment is adopted, the number of all new business items that request, in whole or in part, dissemination of information via NEA Web sites and/or publications would be required to submit with his or her new business item a written statement indicating when, by what means (e.g., e-mail, letter), and to which NEA interactive Media staff member he or she had made the necessary request, and the response received. (The Committee on Constitution, Bylaws, and Rules would prepare a form to be used for this purpose.) If the maker does not provide the necessary information, or if there has been timely compliance with the request to disseminate the information, the Committee would not accept the new business item.

If this amendment is adopted, it will become effective with new business items submitted for action at the 2008 NEA Representative Assembly. The maker of the amendment did not indicate a location. If adopted, the Committee on Constitution, Bylaws, and Rules will insert it at an appropriate place in Standing Rule 6.

Contact Person Kathy Stoneloch, Wisconsin

Because the NEA governing documents do not define points of information, the matter is controlled by Robert's Rules of Order Newly Revised, which states that a point of information "must always be put in the form of a question." Consistent with Robert's, a delegate who is recognized to speak on a point of information is not only required to ask a question, but is also prohibited from entering into debate. If a delegate fails to adhere to this prohibition, it is the practice of the presiding officer to direct him or her to do so. This amendment would not change the current practice.

The matter of the amendment did not indicate a location. If adopted, the Committee on Constitution, Bylaws, and Rules will insert it at an appropriate place in Standing Rule 6.

Contact Person Jack Tucker,  
Illinois

## STANDING RULE AMENDMENT 2

**TITLE:** To require that new business items requesting dissemination of information via NEA Web sites and publications be accepted only if certain conditions are met.

**Rule 6. Order of Business and Debate**  
(no location in the Standing Rules given)

Items of new business requesting dissemination of information via NEA Web sites and publications, such as NEA Today, will only be accepted if

1. A written request for dissemination of information has been made directly to the NEA Information Media staff, and
2. The above request has been turned down by the staff or dissemination has not occurred within a year of the request.

Committee would not accept the new business item.

If this amendment is adopted, it will become effective with new business items submitted for action at the 2009 NEA Representative Assembly. The matter of the amendment did not indicate a location. If adopted, the Committee on Constitution, Bylaws, and Rules will insert it at an appropriate place in Standing Rule 6.

Contact Person Kathy Szalbach,  
Wisconsin

## STANDING RULE AMENDMENT 3

**TITLE:** To require that the position taken by the NEA Board of Directors on proposed amendments to the Constitution, Bylaws, or Standing Rules be presented with the amendment text.

**Rule 11. Constitution, Bylaws and Standing Rules Committee and Amendment Procedures**

**E. Board of Director Positions.**  
An NEA Board of Directors recommended position, including no position, shall be included with the text of any proposed amendment to the Constitution, Bylaws, or Standing Rules.

### IMPACT STATEMENT

This amendment would require that the position taken by the NEA Board of Directors on proposed amendments to the Constitution, Bylaws, or Standing Rules (i.e., support, opposition, no position) be included with the text of the proposed amendments. If this amendment is adopted, the positions taken by the Board of Directors would be included with the text of the proposed amendments printed in RA Today.

Contact Person Kimberly Rose,  
Washington

10044250877  
The Bylaws shall be open to persons engaged in the profession of teaching or in other educational work and in persons interested in advancing the cause of public education who shall agree to subscribe to the goals and objectives of the Association and to abide by its Constitution and Bylaws.

**a. Persons interested in advancing the cause of public education who are not active or retired education employees and who are not student members and who are student members pursuant to Section 2(a) above shall not have the right to serve as officers of the Association, as members of the Board of Directors, or as delegates to the Representative Assembly.**

### IMPACT STATEMENT

The first part of this amendment would amend Article II, Section 2(a) to allow the NEA Bylaws to provide NEA membership for certain persons who are not education employees. The 2006 Representative Assembly amended Bylaw 2-1(a) and (g) to establish an Associate membership category for non-education employees who are "interested in advancing the cause of public education," and who meet certain other requirements. These Bylaw amendments have been held in abeyance and cannot be implemented without Constitutional authorization. They will be implemented if this Constitutional amendment is adopted.

The second part of this amendment would add a new Article II, Section 2(a), which would prohibit persons who are granted NEA membership because they are "interested in advancing the cause of public education"—but are not active or retired education employees, or NEA Student members—from serving as NEA officers, members of the NEA Board of Directors, or delegates to the NEA Representative Assembly.

An NEA membership category open to non-education employees interested in advancing the cause of public education existed prior to the 1993-04 membership year. The 1993

NEA Representative Assembly amended Article II, Section 2(a), of the NEA Constitution and NEA Bylaw 2-1 to eliminate the category.

An amendment that was the same as the proposed amendment to Article II, Section 2(a) was defeated by the Representative Assembly in 2006 and 2007, but the 2006 and 2007 amendment did not include the proposed addition of a new Article II, Section 2(a).

Contest Person: Jane R. Stern,  
Maryland

## Amendments to the NEA Bylaws:

### BYLAW AMENDMENT 1A

**TITLE:** To make persons employed in private sector preschool programs, private sector elementary/secondary schools, and other private sector institutions devoted primarily to education eligible for NEA Active membership.

#### Bylaw 2. Membership

##### 2-1. Categories.

b. Active membership shall be open to any person (i) who is employed by or in a public school district, private elementary or secondary school, public or private school program, public or private college or university, or other public or private institution devoted primarily to education, regardless of the specific nature of the functions that the person performs at the work site and regardless of who actually employs the person; (ii) who is employed by a public sector employer other than a school district, college or university, or other institution devoted primarily to education but who is employed primarily to perform educational functions; (iii) who is an limited leave of absence from the employment described in items (i) and (ii) above; or (iv) who is serving as an executive officer of the Association or of a state or local affiliate. The

programs to the members in question. Approval by and a service agreement with the state affiliate shall not be prerequisites to the Association's acceptance into Active membership of persons who are not eligible for active membership (or the equivalently designated membership category) in the state affiliate if said persons are members of a local affiliate that (i) is comprised predominantly of persons who are not eligible for active membership in the state affiliate and (ii) was a local affiliate of the Association as of the effective date of this amendment.

#### IMPACT STATEMENT

Under Article II, Section 2(a), of the NEA Constitution, only "persons engaged in the profession of teaching or in other educational work" are eligible for any category of NEA membership. In order to be eligible for NEA Active membership, a person must, in addition, meet the requirements set forth in Bylaw 2-1(b). With two exceptions, Bylaw 2-1(b) limits NEA Active membership to public sector education employees. The exceptions are for (1) employees of private sector colleges and universities, and (2) private sector employees who perform their services "in" a public school district or other public sector education worksite. This amendment would expand the categories of private sector education employees who are eligible for NEA Active membership to include persons employed in private sector preschool programs, private sector elementary/secondary schools, and other private sector institutions devoted primarily to education.

The fact that a person is eligible for NEA Active membership under Bylaw 2-1(b) does not necessarily mean that NEA can accept that person as an NEA Active member. The third paragraph of Bylaw 2-1(b)—which is not changed by this amendment—states the state affiliate must—makes the state affiliate the gateway to NEA Active membership. If an employee who is eligible for NEA Active membership is also eligible for Active membership in the state affiliate, NEA can accept

#### IMPACT STATEMENT

This amendment would add to Bylaw 2-3—which currently prohibits the Representative Assembly from meeting in any location where any delegates are likely to be subject to discrimination—a provision that would prohibit the Representative Assembly meeting agenda from including any items, practices, or procedures that will exclude any delegates based on race, religious beliefs, gender, sexual orientation, physical challenges, or other differences.

Bylaw 4-1(b) directs the NEA President to "prepare the agenda for the governing bodies of the Association and the program for the Annual Meetings." If this amendment is adopted, the President would be responsible for determining whether any items, practices, or procedures should not be included on the Representative Assembly meeting agenda.

Contest Person: Michael Wellen,  
California

### BYLAW AMENDMENT 2

**TITLE:** To give NEA-Retired, rather than the NEA Board of Directors, the power to adopt (and amend) the NEA-Retired Bylaws.

#### Bylaw 8. Affiliates and Special Interest Groups

##### 8-4. NEA-Retired.

The NEA-Retired shall be an organization comprised solely of the Retired members of the Association. [The bylaws of NEA-Retired shall be adopted by the Board of Directors of NEA.] The president of NEA-Retired shall be chosen by the retired delegates to the NEA Representative Assembly.

##### 8-14. Standards for NEA-Retired.

The NEA-Retired shall operate in accordance with its bylaws [adopted by the Board of Directors, which shall be compatible with the Constitution and Bylaws of the Association.

The NEA-Retired shall be an organization comprised solely of the Retired members of the Association. [The Bylaws of NEA-Retired shall be adopted by the Board of Directors of NEA.] The president of NEA-Retired shall be chosen by the retired delegates to the NEA Representative Assembly.

#### 8-14. Standards for NEA-Retired.

The NEA-Retired shall operate in accordance with its bylaws (adopted by the Board of Directors), which shall be compatible with the Constitution and Bylaws of the Association.

The NEA-Retired shall conduct all elections with open nominations and a secret ballot.

#### IMPACT STATEMENTS

The NEA Board of Directors currently has the power to adopt (and amend) the Bylaws of NEA-Retired. This amendment would take this power away from the NEA Board of Directors and allow NEA-Retired to adopt (and amend) its own bylaws. This amendment would not change the requirement in NEA Bylaw 8-14 that the NEA-Retired Bylaws "shall be compatible with the Constitution and Bylaws of" NEA. This means that the NEA-Retired Bylaws could not change the eligibility criteria for NEA-Retired membership (which is addressed in NEA Bylaw 2-14d) and NEA Bylaw 8-4, the dues of NEA-Retired members (which is addressed in NEA Bylaw 2-7b), the process for electing the NEA-Retired President (which is addressed in NEA Bylaw 8-4), and the requirement for elections with open nominations and a secret ballot (which is addressed in NEA Bylaw 8-14). In the event of a conflict between the NEA Constitution/Bylaws and the NEA-Retired Bylaws, the former would be controlling.

Contests NEA Board of Directors

preached programs, private sector elementary/secondary schools, and other private sector institutions devoted primarily to education.

The fact that a person is eligible for NEA Active membership under Bylaw 2-1(b) does not necessarily mean that NEA can accept that person as an NEA Active member. The third paragraph of Bylaw 2-1(b)—which is not changed by this amendment—states the state affiliates the gateway to NEA Active membership. If an employee who is eligible for NEA Active membership is also eligible for Active membership in the state affiliate, NEA can accept the person as an Active member. If, on the other hand, the person is not also eligible for Active membership in the state affiliate, NEA can accept the person as an Active member only if the state affiliate gives its approval, and agrees to function as NEA's agent for the delivery of services and programs to the member in question.

Contests NEA Board of Directors

## BYLAW AMENDMENT 1

**TITLE:** To prohibit the Representative Assembly meeting agenda from including items, practices, or procedures that will exclude any delegates based on race, religious beliefs, gender, sexual orientation, physical challenges, or other differences.

#### Bylaw 2. Representative Assembly

##### 2-1. Meetings Location and Agenda

A. No meeting shall be held in any location where any delegates are likely to experience discriminatory treatment.

B. No meeting agenda shall include items, practices, and procedures that will exclude any delegates based on race, religious beliefs, gender, sexual orientation, physical challenges, or other differences.

primarily to education, regardless of the specific nature of the functions that the person performs at the work site and regardless of who actually employs the person; (ii) who is employed by a public sector employer other than a school district, college or university, or other institution devoted primarily to education but who is employed primarily to perform educational functions; (iii) who is on limited leave of absence from the employment described in items (i) and (ii) above; or (iv) who is serving as an executive officer of the Association or of a state or local affiliate. The Association shall continue to allow Active membership to those Active members (i) who have been laid off due to a reduction in force for as long as such persons are eligible to be recalled, or for three (3) years, whichever is longer; or (ii) who have been discharged for as long as a legal challenge to such discharge is pending.

An Active member who is engaged in or on a limited leave of absence from professional educational employment shall hold or shall be eligible to hold a baccalaureate or higher degree or the regular teaching, vocational, or technical certificate required by his or her employment or shall be an exchange teacher who is regularly employed as a teacher in another country.

Active membership is limited to persons who support the principles and goals of the Association and maintain membership in the local and state affiliates where eligible. The Association shall not accept as Active members persons who are not eligible for Active membership for the equivalently designated membership category) in the state affiliate, unless the state affiliate (i) by action of its board of directors (or equivalent governing body) approves such acceptance and (ii) enters into an agreement with the Association pursuant to which the state affiliate agrees to function as the Association's agent for the delivery of Association services and

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## CANDIDATES & ISSUES

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# Education Voice



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## 2008 RA Awards

- Highest RA Delegate Average
- Total Amount Raised by RA Delegates
- NEW Highest Per Member Average by State Affiliate for fundraising year
- NEW Amount Raised by State Affiliate for fundraising year

### Dear Representative Assembly Delegates:

It's that time of the year again — time to plan fundraising activities for the 2008 Representative Assembly (RA) in Washington, D.C. Last year in Philadelphia, RA delegates contributed a record-breaking \$1,685,146 to The NEA Fund. All we can say is WOW! Thank you to each of our 2007 RA Delegate contributors for your support of The NEA Fund!

As you know, this money is critical in our fight for a great public school for every child. We are confident that together we'll reach our 2008 RA fundraising goals.

This is a huge year for The NEA Fund and for public education. The elections are just a few short months away and we are working to elect a pro-public education President and Congress. With the reauthorization of No Child Left Behind, school funding, vouchers, and attacks from anti-public education special interest groups, The NEA Fund will be busy this year. With your help we know we will raise the money needed to fight these powerful special interests and win for all of our members.

Please read this fundraising update very carefully because we've got some exciting changes this year in our fundraising program. This year for the first time, we will count all money raised by a delegate during the "fundraising year" toward his or her goal! For an RA delegate, a suggested minimum contribution to raise or donate voluntarily for The NEA Fund is \$180. There are some Affiliates that have set a higher suggested minimum contribution, so please be sure to check with your state for your delegation's amount. Please remember that, by law, a delegate can only contribute \$100 in cash at the RA. The remainder of a delegate's contribution can be in the form of a check, credit card, traveler's check or money order.

We have also added two new exciting fundraising year awards for State Affiliates: highest dollar per member average and total amount raised by a State Affiliate! All of the money raised at the 2008 RA will also count toward these new awards.

Thanks again for all that you do everyday, in the classroom, in schools and institutions of higher education.

We look forward to seeing you all in Washington, D.C.

*Reg Weaver*  
Reg Weaver  
NEA President

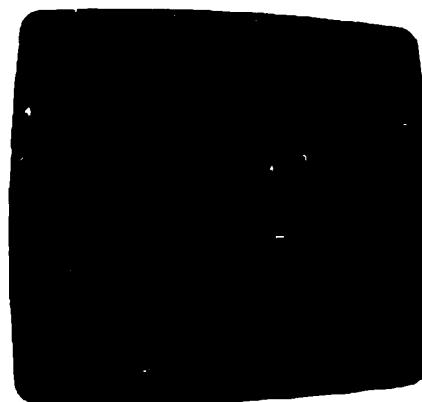


PHOTO BY COLVIN BRIGHT

**THE CROWD GATHERS** Delegates, representing their fellow teachers from all over the country, crowd onto the floor and celebrate the commencement of the 2007 Representative Assembly.

[www.neafund.org](http://www.neafund.org)



## New Important Information for 2008

**Beginning at the 2008 RA —** All contributions received during the 2007-2008 "fundraising year"<sup>1</sup> that are directly attributable to an individual delegate will count toward that delegate's 2008 RA goal. This means that for the first time, all federal Payroll Deduction, Electronic Funds Transfer ("EFT"), Continuous Credit Card or one-time contribu-

tions given or raised at events will count toward a delegate's \$180 goal!

*For example, if you are giving \$5 a month, for 12 months, to The NEA Fund via Payroll Deduction or EFT, you will receive credit for \$60 toward your individual goal of \$180. Likewise, if you gave \$75 at your 2008 Regional Leadership Conference, you will receive credit*

*for \$75 toward your individual goal of \$180.*

Your Giveaway Captain will have a list of the total amount each member of the delegation has donated throughout the 2007-2008 fundraising year. Please check with him/her to ensure that your contributions have been recorded properly.

# 2008 GIVEAWAY UPDATES!

## New Program: "8 for '08"

*Sign up eight NEA members for a continuing contribution to The NEA Fund and you'll receive a collectors' item at the RA!*

Bring copies of eight Payroll Deduction, EFT or Continual Credit Card sign-up sheets to the RA GR/C&E Office and you will receive a free gift! Only forms showing brand new contribution commitments or increased contribution amounts will qualify for the "8 for '08" program.

The amounts on the sign-up sheets will not count toward your requested

\$180. But be assured that these commitments will help raise your state's total for the following year's RA, and more important, they help us build our political power so we can elect pro-public education candidates!

Start working on collecting those continual contribution forms (your State Affiliate can be a resource with the required paperwork), and we'll see you at the GR/C&E Office when you collect your great free gift!



PHOTO BY CALVIN BRIGHT

**DIAL DOWN THE CENTER** Delegates from Florida joined nearly 9,000 other RA delegates in a mass cell phone call to federal legislators in which they urged lawmakers to support changes to the No Child Left Behind Act.



PHOTO BY SCOTT BROWTZ

**HAIRSPRAY PAINT** Mary Bell of Wisconsin has her hair spray-painted by Betsy Kippers as a celebratory gesture after The NEA Fund raised \$207 per delegate at the RA.

<sup>1</sup> **FUNDRAISING YEAR:** For the purposes of PAC accounting, recognition and incentives, the fundraising year will be defined as June 1 through May 31, and will also include the RA of the following year. (This will allow time for accounting of all funds received prior to the RA.) The current fundraising year is June 1, 2007, through May 31, 2008, and will include all funds collected at the 2008 RA. The RA will serve as the final fundraising opportunity for each fundraising year. The funds raised in conjunction with the 2007 RA will NOT be included in the calculations for the 2007-2008 fundraising year.



# RA CONTRIBUTION ENVELOPE SYSTEM: HOW IT WORKS

We have the same envelope collection system as in previous years. This system ensures that every contribution will be accurately credited to the right delegate and state delegation, and it's simple to use!

1. In this *delegate registration mailing* is a *page of delegate ID labels* specifically marked for The NEA Fund Giveaway.
2. *Bring your labels with you to the RA.* Each label is printed with your name and delegate ID number, which identifies each contribution you make to The NEA Fund.
3. When you register at the RA as a delegate, you will receive an information packet containing a *book of contribution envelopes*. There are envelopes with four different colors of print.
  - Black print: Used for general contributions
  - Green print: Used for recording In-Kind contributions
  - Blue print: Used for continual Credit Card contributions
  - Red print: Used for Quilt Giveaway
4. Put one of your labels in the "Donor Box" at the top of each contribution envelope and complete the "Contribution Information" section. If you misplace your labels, you can write your name, two-letter state abbreviation and *delegate ID number* (printed on your delegate badge) on the contribution envelope. Ask

your state Giveaway Captain for additional labels, or stop by the PAC Store & Giveaway Booth at the RA to have more printed.

5. *Anytime you want to make a contribution at the RA,* just fill out the amount and method of payment on the outside of the contribution envelope, put your contribution inside the envelope, seal it, and give it to your Giveaway Captain or whoever is collecting contributions for The NEA Fund.

Still have questions? Don't worry. Your Giveaway Captain will explain everything to you at your first caucus meeting.

The "Donor Box" and "Credit Box" When giving contributions to The NEA Fund, you are required to fill in the top "Donor Box" by either affixing your pre-printed delegate ID label, or *legibly* printing your name, state affiliate two-letter abbreviation and delegate ID number (found on your name badge) to ensure that the contribution is correctly attributed to your name. If you give a contribution to another delegate or state affiliate, the contribution will not count toward your RA donation total.

*If you are raising the contribution from another delegate or affiliate,* you must complete the "Credit Box" at the bottom of the envelope. You can either affix one of your pre-printed delegate ID labels, or legibly print your name, two-letter state abbreviation and delegate ID number in the bottom box.

## "In Kind"

What does "In Kind" mean?

"In Kind" refers to a contribution of goods or services that an individual pays for in order to raise money for The NEA Fund. The NEA is required by law to report all "In-Kind" contributions to the Federal Election Commission. Please use the envelope with green lettering found in your envelope book.

What goods or services qualify as "In Kind"?

Any item or service you purchase to help your State Affiliate raise money for The NEA Fund during the RA should be declared on the envelope with GREEN print. Homemade/hand-made items (food, crafts, etc.) with a de minimis value are not considered to be a contribution and therefore do not need to be reported.

Who can contribute an "In-Kind" item?

Only individual members, staff and families of both may donate an "In-Kind" contribution. Businesses and corporations are prohibited from donating items to be used to raise money for The NEA Fund, so please do not solicit any "In-Kind" donations from businesses or corporations.

Are "In-Kind" donations counted toward my RA contribution total?

No, they do not count toward an individual's RA totals, nor are they counted toward a State Affiliate's totals. Only financial contributions (via cash, check, charge, EFT or payroll deduction) are counted toward an individual's and State Affiliate's RA totals.

The National Education Association Fund for Children and Public Education collects voluntary contributions from Association members and uses these contributions for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. Contributions to The NEA Fund for Children and Public Education are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Although The NEA Fund for Children and Public Education requests an RA contribution of \$100, this is only a suggestion. A member may contribute more or less than the suggested amount, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in NEA or any of its affiliates. Contributions or gifts to The NEA Fund for Children and Public Education are not deductible as charitable contributions for federal income tax purposes.

Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. Federal law prohibits The NEA Fund for Children and Public Education from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

**TICKER TAPE** Members of the Illinois delegation are  
bombarded by ticker tape as the RA officially begins.

### *Ever wondered what happens to all the money raised at the RA?*

The NEA Fund is our Association's federal Political Action Committee. We're working everyday to elect pro-public education candidates who support legislation and policies that benefit you and other NEA members and the students you serve in and out of the classroom. The funds raised at the 2008 RA will be used to:

- Elect a pro-public education President
- Contribute to NEA recommended candidates for the U.S. House and Senate.
- Run independent campaigns with TV and radio ads, mail and face-to-face conversations with undecided voters, to advocate for the election of pro-public education candidates.

- Fight anti-public education special interests and candidates who don't have our best interests in mind.

Tired of the endless No Child Left Behind testing? Worried about your growing class size? What about that shrinking paycheck? Are you fighting for a living wage? Still paying off those student loans? Thinking about your retirement security? Worried about your healthcare, or your students' healthcare?

**SO ARE WE!** That's why The NEA Fund is fighting for **ALL OF US**. Your contribution builds our collective power and our ability to fight and **WIN** on these important issues.

Want to learn more about The NEA Fund?  
Check out our website at [www.neafund.org](http://www.neafund.org)  
for more information on recommended candidates, political action and much more!



1201 16th St., NW | Washington, D.C. 20036



#4



**For Children & Public Education**

The Political Action Committee of the National Education Association  
1201 Sixteenth Street, NW, Washington, DC 20036-3290  
202-822-7300

June 30, 2008

**Dear Giveaway Volunteer:**

Thank you for volunteering to help raise donations for The NEA Fund for Children & Public Education at this year's RA. Without your assistance and commitment, we would not be able to reach our goal.

We will continue to monitor our contribution collection process to ensure that all money, credit card information and confidential personal information will not be compromised during the RA.

By placing your signature at the bottom of this letter and returning it to an NEA Giveaway staff person, you will be officially authorized to collect contributions for The NEA Fund. When you hand in this signed letter, you will be given a special Giveaway Volunteer button to identify you as an authorized fundraiser. Please wear this button any time you are doing fundraising on behalf of The NEA Fund. Also, wear it when you turn in donations at the Government Relations/Campaigns & Elections Giveaway office in Room 201, Level II of the Convention Center.

Thank you again for all you do for The NEA Fund for Children & Public Education.

Sincerely,

Karen M. White  
Director of Campaigns & Elections

**Volunteers, please fill out this form and turn it in to your Giveaway Captain or at the Government Relations/Campaigns & Elections Giveaway office, room 201, Level II in the Convention Center.**

\_\_\_\_\_  
(Print Name)

\_\_\_\_\_  
(City, State, Zip)

\_\_\_\_\_  
(RA phone number)

**I understand that I am authorized to raise voluntary contributions from members and their families for The NEA Fund for Children & Public Education. I have reviewed and will do my best to follow the fundraising instructions given by NEA.**